



EU support to Gender Equality in Research and Innovation: recent policy developments

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Gender Equality in Research and the Greek Universities

ΕΛΕΓΥΠ

25 January 2021

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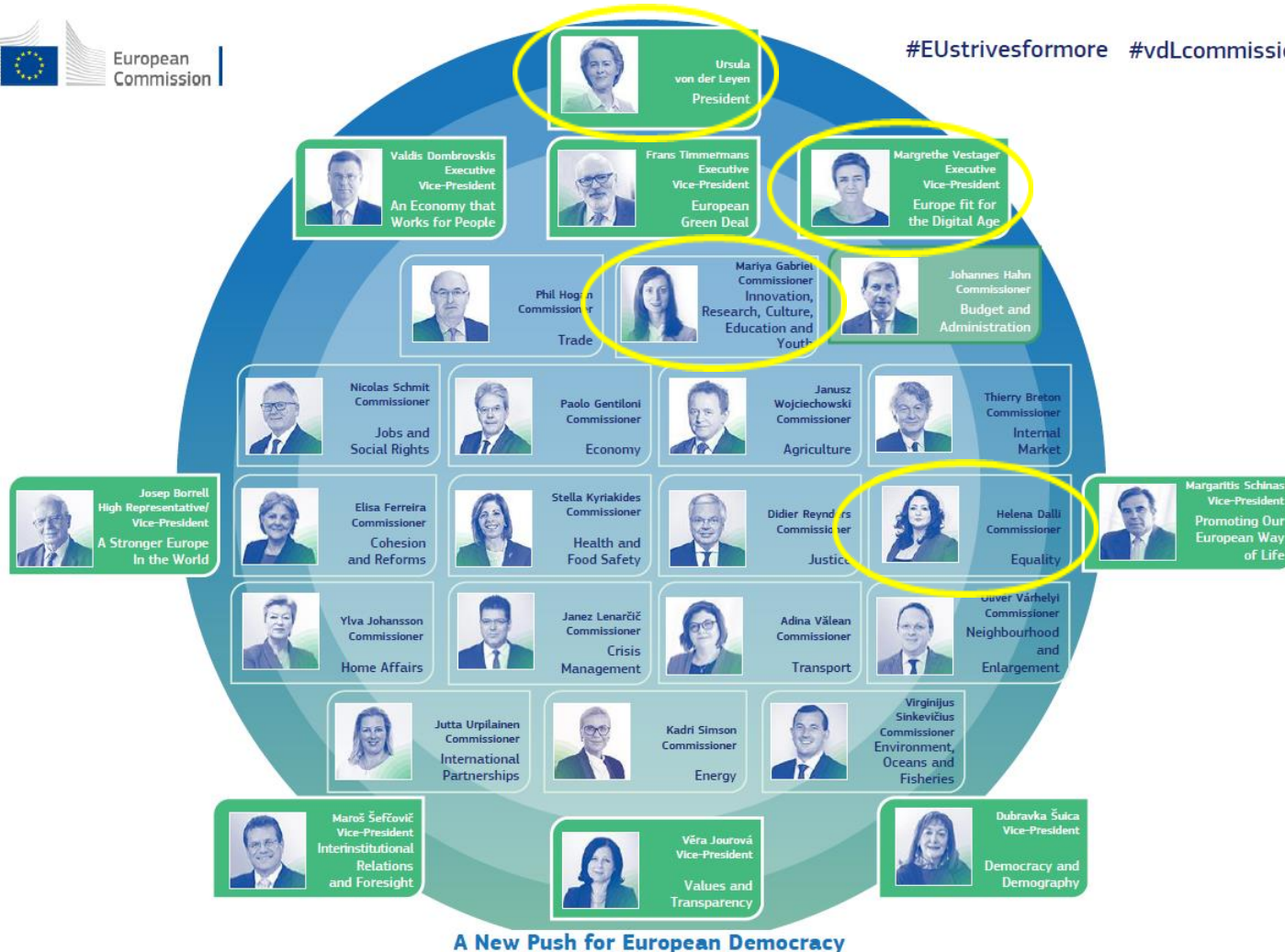
E5 – Democracy & European Values

DG Research & Innovation

Policy Context: new European Commission



#EUstrivesformore #vdLcommission



- Gender equality high on the agenda of new Leadership
- Commissioner for Equality (Helena Dalli)
- Task Force on Equality
- Mariya Gabriel, Commissioner for Innovation, Research, Culture, Education and Youth

Fostering a “Union of Equality”

- A **Commissioner for Equality** (Helena Dalli) & creation of internal **Task Force for Equality**
 - [Communication on ‘A Union of Equality: Gender Equality Strategy 2020-2025’](#) (05/03/20)
 - R&I and Horizon Europe are explicitly addressed, with new measures announced, including:
 - The possibility to **require a gender equality plan** from applicants
 - Initiatives to increase the number of women-led tech start-ups (EIC)
 - Funding for gender and intersectional research
 - 4 more strategies adopted:
 - [EU Anti-racism Action Plan 2020-2025](#) (18/09/2020)
 - [EU Roma strategic framework for equality, inclusion and participation](#) (07/10/2020)
 - [LGBTIQ Equality Strategy 2020-2025](#) (12/11/2020)
 - [Gender Action Plan III – a priority of EU external action](#) (25/11/2020)
 - Upcoming: **Disability** Strategy; Legislative initiative on **gender based violence**, following a support study to be launched shortly and an open consultation launched in February
- Opening to **intersectionality**

New Communication adopted on
30 September 2020



The new European Research Area

Learn more [here!](#)



#ResearchImpactEU #EUResearchArea

Gender Equality to strengthen the European R&I potential

- Persisting gender inequalities in European R&I systems hinder the ERA's potential: under-representation of women in STEM, only 24% in top academic positions, under 10% among patent holders, gender-based violence, and low level of integration of sex/gender analysis in R&I content
- Need to address **inclusiveness**: with **intersecting social categories** (e.g. ethnicity, sexual orientation, disability), **private/innovation** sector, **geographical inclusiveness**

The Commission will:

12. Propose as of 2021, in line with the Horizon Europe programme objectives, the development of **inclusive gender equality plans** with Member States and stakeholders in order to promote EU gender equality in R&I

Council Conclusions on the new ERA

- [Council Conclusions on the New European Research Area](#) (adopted on 1 December 2020)

CALLS on the Commission and Member States to agree on priority actions as part of an ERA policy agenda in 2021, including on actions in the following domains:

ii. Gender Equality:

RECALLS with great concern that there continues to be a major gender imbalance preventing Europe from using the full potential of its R&I system aiming for excellence,

*and CALLS on the Commission and Member States for a **renewed focus on gender equality and mainstreaming, including through the instrument of gender equality plans and the integration of the gender dimension into R&I content.***

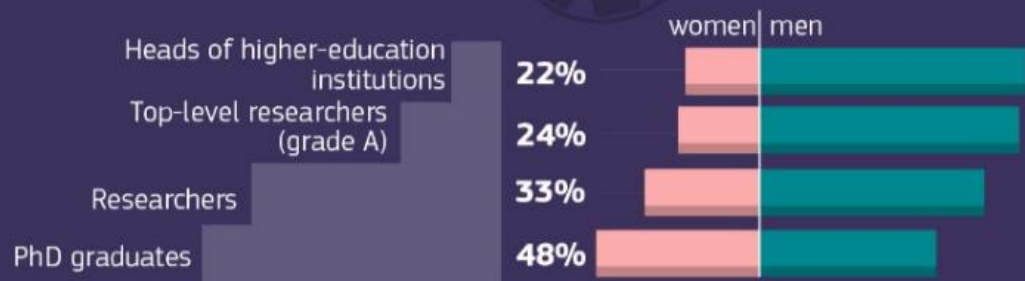
*INVITES Member States and research funding organisations to **advance measures to ensure that allocation of research funding is not affected by gender bias.***

Women researchers in the European Union

She Figures 2018: Latest Data

Gender gaps are diminishing in R&I, but a lot more remains to be done to achieve gender equality.

Women in R&I



Average unadjusted pay gap in research & development



https://ec.europa.eu/info/publications/she-figures-2018_en

- Women authorship of scientific publications: **32%**
- Women registered as inventors for patent publications: **9%**
- Women researchers employed **part-time** in the HES: **13%** (8% for men)
- Studies integrating a sex or gender dimension in their research content (SGDRC): **1.8%** of all research studies at EU level

→ She Figures 2021 under preparation

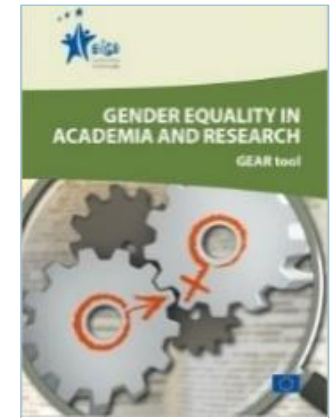
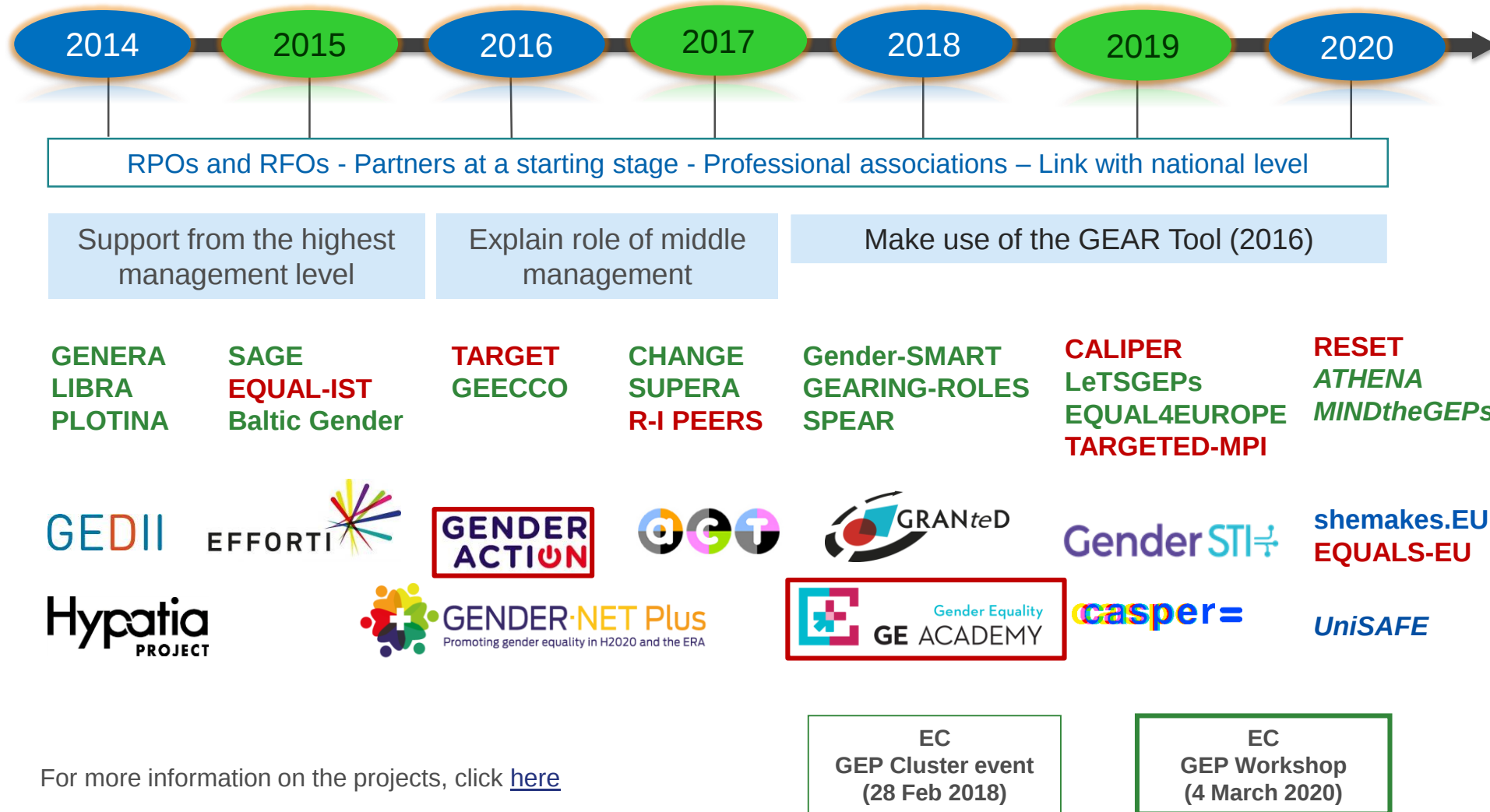
She Figures 2018 – EU-EL

		
PhD women graduates Health and welfare	60%	52%
PhD women graduates Engineering, manufacturing and construction	29%	36%
Women Researchers (2015)	33.4%	38%
Women in grade A positions (2016)	23.7%	21.6%
Women Heads of institutions in HES ¹ (2014-2017)	21.7%	11.1%
Women board leaders	20%	11%
Women board members	27%	17%

From Horizon 2020 to Horizon Europe

Support to Institutional Change
through Gender Equality Plans (GEPs)

Horizon 2020-SwafS Gender Projects



The [GEAR tool](#) with step-by-step guidance on setting up and implementing GEPs is currently being updated

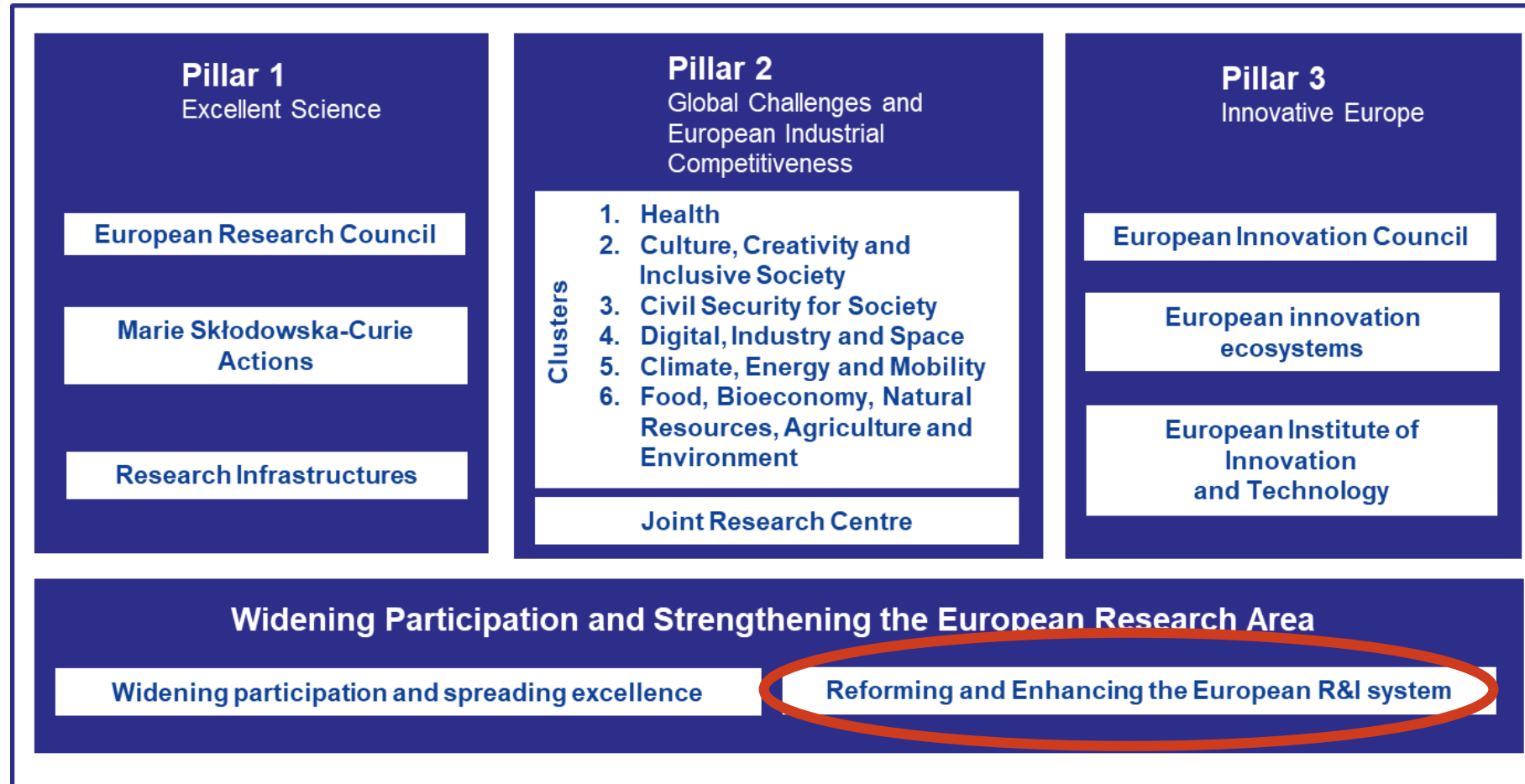
For more information on the projects, click [here](#)

EL participation in SwafS (in GEP projects)

Project	Participant
<u>EQUAL-IST</u>	ViLabs (coordinator)
<u>TARGET</u>	ELIAMEP (Hellenic Foundation for European and Foreign Policy)
<u>R-I PEERS</u>	General Secretariat for Gender Equality - Ministry of Interior
<u>CALIPER</u>	ViLabs (coordinator) National Technical University of Athens
<u>TARGETED-MPI</u>	Athens University of Economics and Business - Research Center (coordinator)
<u>RESET</u>	Aristotle University of Thessaloniki

Horizon Europe

Horizon Europe



→ 11 Dec 2020: provisional political agreement between Council of the EU and European Parliament on the regulation establishing Horizon Europe

Strengthened provisions for Gender Equality in Horizon Europe

- **Article 6a.5 (Principles of the Programme) of the Framework Regulation:**
“The Programme shall ensure the effective promotion of equal opportunities for all, and the implementation of gender mainstreaming, and of **the gender dimension in the research and innovation content** and shall aim to address the causes of gender imbalance. Particular attention shall be paid to ensuring to the extent possible gender balance, in evaluation panels and in other relevant advisory bodies such as boards and expert groups.”
- **Eligibility criterion:** Applying public bodies, research organisations and higher education institutions, from EU Member States and Associated Countries, will need to have a **Gender Equality Plan** in place
 - Grace period until enforcement of the eligibility criterion for the 2022 calls
 - Self-declaration through questionnaire, no document upload
 - Regular checks throughout Horizon Europe
 - Equivalent documents (e.g. strategic plan, inclusion strategy) accepted

GEPS : co-created building blocks

Mandatory process-related elements

PUBLIC DOCUMENT

- formal document signed by the top management,
- published on the institution's website and disseminated widely within the institution.

DEDICATED RESOURCES

- Earmarked funding could be available for staff positions such as "Equality Officers" or "Gender Equality Teams".
- Organisations may reserve working hours of existing staff (academic, management, HR) for equality work.

DATA COLLECTION AND MONITORING

- sex/gender-disaggregated data collection across all staff categories.
- Annual reporting of gender imbalances across job categories & leadership positions.
- comprehensive evaluation approach.

TRAINING & CAPACITY BUILDING

- e.g. tackling unconscious gender bias among staff and decision-makers
- information and dissemination material, workshops,
- or working groups dedicated to specific topics.

Recommended areas to be covered by GEPs:

- ✓ **work-life balance and organisational culture**
Examples: Parental leave policies, flexible work-time arrangements.
- ✓ **gender balance in leadership and decision-making**
Examples: Introducing gender quotas for evaluation panels or decision making bodies.
- ✓ **gender equality in recruitment and career progression**
Examples: Unconscious bias training for HR managers, inclusive language for job vacancies, fair evaluation for employees.
- ✓ **integration of the gender dimension into research and teaching content**
Example: Get inspiration from the case studies and methods developed by the [EC “Gendered innovations” Expert Group](#)
- ✓ **measures against gender-based violence including sexual harassment**
Example: Having in place a code of conduct or an intervention protocol in case of complaints.
→ See project **UniSAFE**

Co-design session:

Get ready: a new ERA for Equality is calling (22/09/2020)

Video Recording on [YouTube](#)



Ongoing & upcoming GEP supporting initiatives

- **Horizon 2020 SwafS projects:** ACT, GE Academy, CASPER, GENDERACTION and GEP projects
- Update of the EIGE-DG R&I **GEAR Tool**
- **ERAC level:**
 - **ERAC SWG GRI Task Force on GEPs** : survey to map the situation on GEP requirements and support at national level
 - Foreseen **workshop on GEPs at ERAC level** involving the SWG GRI
- Planned **Commission workshop** on GEPs involving key **ERA Stakeholder umbrella organisations**
- Launch of a **pilot GEP knowledge & support facility** (H2020 SwafS funding, under existing EAC Framework Contract) to develop guidance, online trainings, mutual learning workshops, and establish a network of national contact points on the GEPs

Strengthened provisions for Gender Equality in Horizon Europe (2)

- **Article 2 of Specific Programme sets gender is a cross-cutting priority**
“The Specific Programme has the following operational objectives:
(ca) **strengthening the gender dimension across the Programme**”
- **Article 4.3d of SP sets gender as a specific issue of the Strategic Plan**
“Specific issues, such as (...) **gender equality**, including the integration of gender dimension in the R&I content;”
- **Mandatory integration of the gender dimension into research and innovation content** across the Work Programmes, **by default**, unless it is duly justified that sex and/or gender aspects are not relevant
 - Strategic Plan to be adopted shortly
 - Work Programmes 2021-2022 foreseen to be adopted in April 2021

Gendered Innovations “2”

- 15 new **case studies** in health, AI & robotics, climate change, energy, transport, urban planning, waste management, agriculture, taxation, venture funding - and COVID-19) building on Horizon 2020 funded projects
 - **Refined methodologies** on the integration of sex/gender based analysis, and intersectional analysis, in R&I content
 - **Evidence-based policy recommendations** for Horizon Europe
 - **Awareness raising** material including infographics, factsheets
 - [Case study on the impact of sex & gender in the COVID-19 pandemic](#)
 - [Factsheet on gender and intersectional bias in AI](#)
- **Full [Policy Review Report](#) and [Factsheet](#) released on 25 November 2020**
- [Interview of Commissioner Gabriel in KILDEN News](#), (25/11/2020)
 - [Nature editorial](#) (09/12/2020)



Useful Resources

Check regular updates on our *new* Gender Equality in R&I policy page

Gender equality in research and innovation

Achieving gender equality in research, how it relates to the European Research Area, networks and news.

PAGE CONTENTS

The Commission's gender equality strategy

Gender equality in the European Research Area (ERA)

Gender equality and coronavirus

She Figures monitoring report

Networks

Publications

Latest

Related links

The Commission's gender equality strategy

The European Commission is committed to promoting gender equality in research and innovation.

It is part of the European Commission [Gender Equality Strategy](#) for 2020-2025, which sets out the Commission's broader commitment to equality across all EU policies.

In addition, the EU has a well-established regulatory framework on gender equality, including binding directives, which apply widely across the labour market including the research sector.

Because of the peculiarities of the research sector, specific action is needed to overcome persisting gender gaps. Many structural barriers to gender equality in research and innovation persist.

The European Commission addresses these barriers through

- the main funding instrument [Horizon 2020](#)
- within [the European Research Area](#) in collaboration with member countries and research organisations.

[Infographic: closing gender gaps in research and innovation](#)

Gender equality in the European Research Area (ERA)

https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en

EC R&I action on impact of COVID-19 on gender equality

- **Coronavirus Research and Innovation: section on Gender Equality**
https://ec.europa.eu/info/research-and-innovation/research-area/health-research-and-innovation/coronavirus-research-and-innovation/gender-equality_en
- **Case study** on impact of sex & gender in COVID-19 pandemic
- Foresight study
- **Measures adopted by Commission/Agencies** (e.g. pushing back deadlines, allowing researchers to work part time, allowing unused institutional funding from projects to be reallocated to researchers)
- Activities by **Horizon 2020 SwafS projects**
- Gender as cross-cutting priority in 2nd emergency **Coronavirus call for expression of interest** + dedicated project on “gender +” equality to be launched shortly: **RESISTIRE**
- **Expert Group foreseen under Horizon Europe** (under the “WIDERA” Work Programme 2021) on the impact of the COVID-19 pandemic on **women researchers and gender equality in R&I**



Thank you for your attention

For any questions and further information please contact:

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